

NATALIA JOHNSON DECLARATION

IN THE UNITED STATES DISTRICT COURT
FOR THE DISTRICT OF SOUTH CAROLINA
AIKEN DIVISION

<p>Alisha Johnson,</p> <p style="text-align: center;">Plaintiff,</p> <p style="text-align: center;">vs.</p> <p>Savannah River Nuclear Solutions,</p> <p style="text-align: center;">Defendant.</p> <hr style="width: 40%; margin-left: 0;"/>	<p>)</p> <p>)</p> <p>)</p> <p>)</p> <p>)</p> <p>)</p> <p>)</p> <p>)</p> <p>)</p>	<p>Civil Action No. 1:24-cv-02612-JDA-PJG</p> <p style="text-align: center;"><u>DECLARATION OF</u> <u>NATALIA JOHNSON</u></p>
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Under penalty of perjury, Natalia Johnson, being duly sworn, does hereby state that:

1. I am over the age of eighteen (18) and am competent to testify to the matters herein.

Unless otherwise stated, the facts contained herein are known to me personally, and the statements herein incorporated are true and correct.

2. I am currently employed with Savannah River Nuclear Solutions, LLC ("SRNS") as the Director of Business and Program Support, ESHQ, and have worked in this position since September 2024.

3. These statements are based on my personal knowledge or my review of business records SRNS maintained in the ordinary course of business.

4. In 2023, I was a member of a three-member panel that was part of a disciplinary review board that considered the matter of Alisha Johnson ("Johnson").

5. I am a Black female.

6. Attached at Attachment A is a true and correct copy of the "Disciplinary Review Board Meeting Record" that is an accurate record of the proceedings and the panel's decision.

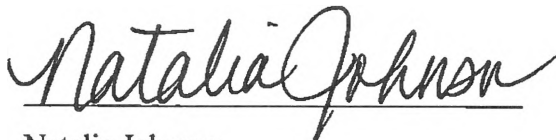
7. The three-member panel met by itself at the end of the disciplinary review board meeting to discuss what recommendation the panel would make concerning Johnson. No decision was made at that time, and the panel met again by itself the next day.

8. I recommended the termination of Johnson for the reasons stated in Attachment A. More specifically, I concluded that Johnson's termination was warranted because she violated a company policy on misuse of government resources for a second time. Johnson admitted to the misuse of the resources. The investigator proved that she provided false information during the investigation. The decision to recommend termination was in line with similar or like cases.

9. At the time of decision to recommend the termination of Johnson, I was not aware of any complaints by Johnson of discrimination or harassment, based on race or sex, related to her employment with SRNS. I do not know if she ever did make any complaints of discrimination or harassment, based on race or sex, related to her employment with SRNS.

10. I declare under penalty of perjury under the laws of the United States of America that the foregoing is true and correct.

Executed on June 4, 2025.

A handwritten signature in black ink, reading "Natalia Johnson", written over a horizontal line.

Natalia Johnson

Attachment A

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Excl 1

Disciplinary Review Board Meeting Record

Date of Meeting	February 22, 2023
Employee	Johnson, Alisha
User ID	A2765
Org Code	C2321AB
Annual Service Date	8/18/98
Date of Birth	9/26/72
R/S	B/F
FLSA Status	Exempt
SGL	34
Job Title	Window Work Coordinator
Previous Discipline Record	5/21 – Corrective – Unauthorize Use of Gov Equipment
Performance Record	
Discipline Issue	Providing false information during a company investigation and misuse of government resources
Direct Manager	Youngblood, Porter & David Hart
HRBP	Blankenship, Tamara
Clearance Level	L
HRP Qualified	N/A
Employee Attended (Y/N)	Yes
Colleague Name	John Lynchfield

- Introduction of Panel
 - *Roster signed
- Meeting Overview:
 - HR policy, personnel security, and the independent manager will be responsible for determining the outcome of the issue but will take into consideration recommendations from the management team, HR Business partner, and advisors (Office of General Counsel and EEO).
 - Provides relevant stakeholders, a disposition, within 5 working days of any disciplinary hearing
 - For this case, management will be excused from the room while the employee provides their side of the story.
- Overview of Employee Background (*see above*)

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▪ **Internal Investigator/Management Briefing:**

See attached notes from Bill Carter, SRNS Internal Investigator

▪ **Employee Briefing:**

- Employee stated she wasn't totally sure why she was at the DRB – felt that she did not provide false information however misuse of government resources could be warranted.
- 24 year plus employee, 8 years in the NAVY, personal issues taking a toll on her for the last 5 years.
- Personal issues made her have bad judgement
- VA Treatment – High anxiety, PTSD, etc
- Never intentionally meant to do anything wrong
- Integrity does matter to her
- Admitted to responding to personal emails onsite using government equipment
- The two takeaways from the first corrective was not to visit the POS Sales site and SC DOR. Stated she had not used these since May of 2021 however OGV investigation determined she had visited these more than twice.
- If given the opportunity to keep her job, said she would never do it again

▪ **Colleague/Character Witness Briefing:**

- You are here today to speak on behalf of EMPLOYEE NAME. Is there anything that you would like to share with panel?

John Litchfield – coworker

- Alisha trained him on his job. She is always 100% on her numbers. Always willing to help the team. What she brings to the table is very important. Drive to do the right thing – both personally and professionally.

Manager escorts employee back to badge office and returns badge to Personnel Security as applicable

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▪ Like and Similar:

Date	Decision	Summary
11/2021 (James West)	Probation	Running personal business in which income was received. Ethics quest. Completed. High performer overall. 1 st time.
11/2021 (Brittany Morgan)	Termination	Excessive use of govt equipment used for personal business & breach of SRNS ethics code.
2/2022 (Ethan Schroeder)	Termination	Excessive use of govt equipment during work hours, viewing sex. Explicit material, Youtube use
12/2021 (Michael Paul)	Corrective	Excessive use of govt equipment NOT for personal business.
4/2020 (Maurice Simmons)	Corrective & 12 months probation	Running personal business in which income was received.

▪ Advisor Recommendations:

Management: David Hart/Porter Youngblood	When this initially occurred in May 2021, they felt it was an error on the employee's part. She has always been a high performer and thought a corrective would fix the issue. However, it is evident the behavior has continued and based on the investigators findings it is evident she was not honest. Recommendation is termination. VP, Mike Swain supports.
OGC:	Supports termination
EEO: Willie Bell/Malik Lightbourne	Supports termination

Dismiss management, advisors, and HRBP

▪ DRB Panel Recommendation:

Panel members met following the DRB, and again the next day to discuss and make final decision.

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Independent Manager: Natalia Johnson	If this was the first time, would consider being more lenient. Onsite 25 years – should know better. Management has lost trust in her. Final decision is to terminate.
HR Policy: Adryan Henderson	Management has already given her a second chance. As a 25 year employee, she should know the importance of following procedure. She knows the SRNS culture and has worked in SRTE. Using government equipment for anything personal business is never okay. Decision is to terminate.
Personnel Security: Steve Whitcomb	Even though she is a 25 year employee, she has already been extended grace less than 18 months ago for the same behavior. Based on totality of circumstance, decision is to terminate

Next Steps following DRB:

- Meeting with CEO/COO as applicable
 - Required for time off greater than 40 hours and/or termination
- HR Policy provide written decision to panel within 5 working days
- HRBP/Manager provide decision to employee
 - Issue applicable contact
 - HRBP completes the COS (as applicable)
 - Contact is signed by employee and manager and original provided to HR Policy Office

Recommended Action:		
<input type="checkbox"/> Corrective	<input type="checkbox"/> Probation	<input type="checkbox"/> Final Employee Commitment (FEC)
<input type="checkbox"/> Corrective (1 Remainder of Shift w/o pay)	<input type="checkbox"/> Probation (1 Remainder of Shift w/o pay)	<input type="checkbox"/> (2 Full Weeks w/o Pay)
<input type="checkbox"/> Corrective (1 Full Shift w/o pay)	<input type="checkbox"/> Probation (1 Full Shift w/o pay)	<input type="checkbox"/> Final 90 Day Commitment
<input type="checkbox"/> Corrective (2 Full Shifts w/o pay)	<input type="checkbox"/> Probation (2 Full Shifts w/o pay)	<input checked="" type="checkbox"/> Termination ** (See note below)
<input type="checkbox"/> Corrective (1 Full Week w/o pay)	<input type="checkbox"/> Probation (1 Full Week w/o pay)	<input type="checkbox"/> Other _____
Discipline Code: B7, A10		
Attach 'Discipline Meeting Record' for list of Attendees.		
**If termination is recommended, ask Legal if "Employee Files @ Termination" letter needs to be issued.		

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Discipline Codes

Discipline Code	Reason for Discipline
A1	Insubordination
A2	Fighting - Workplace Violence
A4	Gambling
A5	Unauthorized use of Classified/Proprietary info.
A8	Unauthorized Possession - Not Theft
A9	Dishonest Acts
A10	Falsification of Records
A11	Fitness for Duty Violation
A12	Sleeping
A13	Sexual Assault or Sexual Harassment
A14	Safety Rules/Procedures Violation
B1	Horseplay
B2	Conduct of Operations Violation
B3	Discrimination
B5	Defective Work - Negligence/Carelessness
B7	Unauthorized Use or Abuse of Govt. Property
B8	Abusive Language and Inappropriate Conduct
B9	Reprisal/Intimidation
B10	Lock, Try, Tag Violation
C1	Excessive Absenteeism
C2	Unauthorized Absences
C3	Tardiness
C4	False or Unfounded Statements
C5	Unsatisfactory Job Performance
C6	Failure to Report OTJ Injury
C9	Improper Operation of Vehicles
C10	Unauthorized Activities
C12	Ethics Violation
C13	Loitering
C14	Smoking Violation
C15	Dress Code Violation
C16	Procedure Non-Compliance
C17	Security Violation
C18	Failure to Carry Out Instructions
Other	

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Guidance (if applicable): N/A

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DRB Report Out

Issue Summary

- Subject of OIG Criminal Investigation – in progress
- In May 2021, Alisha investigated by OGC for the use of government resources to operate her personnel business. Substantiated and resulted in corrective contact.
- In Feb 2023, an investigation was initiated by OGC for the same behavior.
- It revealed:
 - o used her government issued e-mail account to send and receive messages, some with attachments
 - o 80 e-mails, which were sent or received after the former investigation and as recently as January 2023
 - During work hours with exception of 1
 - o At least 27 documents that had been stored, created, modified, or accessed on the government computer
- Provided false and misleading information during an interview with the investigator
 - o Employee denied visiting SC Dept of Revenue and Clover (Point of Sale website) however evidence provided she did visit it more than once since Oct 2022.
 - o In addition, evidence showed that evidence related to Johnson's searching for Excel Spreadsheet information for small businesses refutes her claim that her spreadsheet activity in January 2023 was not related to her business.

Comparators

Date	Decision	Summary
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12/2021 (Michael Paul)	Corrective	Excessive use of govt equipment NOT for personal business.
4/2020 (Maurice Simmons)	Corrective & 12 months' probation	Running personal business in which income was received.

Final Disposition

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Date:

Application:

Date:

Date:

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Given that this same behavior was addressed and attempted to correct less than 18 months ago and based on totality of circumstances – operating her personal business using government resources and providing false information, the DRB panel is recommending termination.

CEO/COO Approval

Met with Rick Sprague on 2/27/2023 as Stuart MacVean's delegate. MacVean and JC Wallace both out on business travel.

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